

## What Is A Conformance Request?



It is the process in which a contractor submits a request to “add” a labor classification (and its respective wage rate) to a published wage determination if it was not initially included for the project.

## When Is A Conformance Necessary?



They are typically initiated when a contractor notices there is no appropriate labor classification on the wage determination for a specific type of work that will be performed on a project. This is best determined by comparing the labor classifications that are already included on the determination with the project’s scope of work to discern any possible gaps.

## How Do I Request A Conformance?



You will need to submit a completed SF-1444 form. If you’re a subcontractor, send it first to the prime and they will submit it to the awarding body. It will then get passed along to the USDOL for a decision. Your odds of having the request approved are best if your proposed rate(s):

- Fall within the range of other skilled craft wages
- Fall within the range of the union sector of wage rates
- Are higher than the general labor rates

# One-Page Guide: Conformance Requests

## Where Do Contractors Typically Go Wrong?



There are a couple mistakes that contractors commonly make with classifications and conformances. It is considered best practices to avoid the following:

- 1 Assuming that you can simply lump a certain type of work in with another classification if you cannot find an appropriate match
- 2 Creating a new classification of your own because you want to pay a lower rate than the listed prevailing wage for the work performed

Unfortunately, contractors are still vulnerable to violations for misclassifications even if the classification wasn’t included in the wage determination by the awarding body. Contractors are responsible for requesting the addition of a classification if the appropriate one was not provided.

## What happens After The Conformance Request Is Submitted?



Be prepared to follow up if necessary. If you don’t hear back, it does not mean your request was approved. Best practice dictates that you check up on your requests every 30 days until a resolution is met.

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